

by many that inclusion would be too costly. As a result of the ADA, businesses are employing more disabled Americans than ever before, and employers have found that the costs of accommodating the disabled are small, while the gains have been great. These changes are a clear signal that the ADA has helped secure for the disabled one of the most fundamental rights we as citizens in a democracy cherish: the right to pursue a career and earn a living wage.

Mr. Speaker, before the adoption of the ADA, disabled workers were considered to be more expensive than what they could offer because accommodating them was considered to be too costly by employers. Since the Americans with Disabilities Act has passed, however, this attitude has changed. Research has shown a majority of people making hiring decisions—top executives and managers—now realize that hiring the disabled is good for the bottom line. The passage and implementation of the ADA has helped employers and employees realize that the disabled have much to offer in terms of creating economic wealth for our nation.

On this 10th Anniversary of the adoption of the Americans with Disabilities Act, we can also celebrate the success in changing popular attitudes toward the disabled. Now millions of Americans function side-by-side with disabled coworkers. They now know first hand that disabilities are not an obstacle to making a contribution in the workplace and in society generally.

However, even with these successes, there is still important work to be done. Despite the increase in the number of disabled in the workforce, currently there is still a high level of unemployment among the disabled. Compounding the problem, under current law, if people with disabilities work and earn over \$500 per month, they lose cash payments and health care coverage under Medicaid or Medicare. We need to find solutions that do not penalize the disabled for becoming self-sufficient. These problems are among many difficulties we need to continue to work on in our fight to achieve the goals of the ADA.

Mr. Speaker, a recent study released by the National Organization on Disability reveals persistent gaps in levels of participation between people with disabilities and other Americans in employment, income, education, socializing, religious and political participation, and access to healthcare and transportation. The study revealed that while those with disabilities continue to lag other Americans generally, we have made encouraging progress in many areas—especially among younger people with disabilities and among those with less severe disabilities. We must do much more to unleash the talents and abilities of all our citizens with disabilities who want to work and to participate and contribute to the richness of our nation. Large numbers of people with disabilities report conditions have improved and this reflects the efforts by the disability community, employers, and community leaders, as well as advances in technology and greater access as a result of the enactment of the ADA.

Mr. Speaker, as we mark the 10th anniversary of the Americans with Disabilities Act and the 25th anniversary of the Individuals with Disabilities Education Act (IDEA) I urge my

colleagues and all Americans to join in recommending ourselves to the goals of equality of opportunity, full participation, independent living and economic self-sufficiency for all people with disabilities as specified in the Americans with Disabilities Act and the Individuals with Disabilities Education Act. This requires us to assure adequate funding for monitoring, oversight and enforcement of these laws.

Our Nation needs to harness the potential of all its citizens so that our economy can continue to grow, our labor force can face the challenges on the horizon, and we can continue to be a model of diversity and inclusion for the world. We cannot allow an individual's disability to limit a person's ability to make choices, pursue meaningful careers or participate fully in all aspects of American life.

Mr. THOMPSON of California. Mr. Speaker, today I recognize the outstanding achievements accomplished since the inception of the Americans with Disabilities Act (ADA) and the Individuals with Disabilities Education Act (IDEA). Tomorrow, July 26, 2000, marks the 10th anniversary of ADA and the 25th anniversary of IDEA.

I also urge public leaders across this nation, Mr. Speaker, to join me and take this opportunity to publicly dedicate themselves to the ideas and principles that inform ADA and IDEA.

These two historic civil rights laws have provided 54 million individuals with disabilities the opportunity to learn, work and be fully integrated members of our society. Today, millions of children are receiving free education due to IDEA and millions of adults have their basic rights protected under ADA.

ADA is one of the most sweeping civil rights laws providing nondiscrimination protection for individuals with disabilities. Protections include rights in all aspects of employment, transportation services, building accessibility and communication capabilities. TTY devices alone have revolutionized the way individuals with hearing impairment communicate.

To recognize the 10th Anniversary of ADA, a "Spirit of ADA Campaign" has been created by the American Association of People with Disabilities, highlighted by a cross-country Torch Relay. This event kicked off in Houston, Texas on February 24th of this year, and will continue through the beginning of November.

The Campaign and many other dedicated advocacy groups continue to bring attention to the achievements and contributions of disabled children and adults. They are committed to strengthening relationships and coalitions between disabled people and their communities, and to reinforcing support for ADA and IDEA's goals by renewing America's commitments to both. By reaching out to children, adults, and communities as a whole, these organizations connect and involve countless Americans living with disabilities.

Mr. Speaker, this remarkable anniversary provides our colleagues and other public officials the opportunity to rededicate ourselves to the principles and goals of ADA and IDEA. In my congressional district, Community Resources for Independence of Napa and Sonoma counties are hosting an open house where special presentations will be made and local elected officials will be signing a petition rededicating themselves to the ideals of ADA and IDEA. It is appropriate and proper for public officials to follow this example and recognize the 10th Anniversary of ADA and the 25th

Anniversary of IDEA, and the great progress made since the enactment of these two monumental pieces of legislation.

Mr. BROWN of Ohio. Mr. Speaker, I have no further requests for time, and I yield back the balance of my time.

Mr. LAZIO. Mr. Speaker, I have no further requests for time, and I yield back the balance of my time.

The SPEAKER pro tempore (Mr. TANCREDI). The question is on the motion offered by the gentleman from New York (Mr. LAZIO) that the House suspend the rules and pass the bill, H.R. 4920, as amended.

The question was taken; and (two-thirds having voted in favor thereof) the rules were suspended and the bill, as amended, was passed.

A motion to reconsider was laid on the table.

#### GENERAL LEAVE

Mr. LAZIO. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days within which to revise and extend their remarks and include extraneous material on H.R. 4920.

The SPEAKER pro tempore. Is there objection to the request of the gentleman from New York?

There was no objection.

#### ADJOURNMENT

Mr. LAZIO. Mr. Speaker, I move that the House do now adjourn.

The motion was agreed to; accordingly (at 12 o'clock and 34 minutes a.m.), the House adjourned until today, Wednesday, July 26, 2000, at 10 a.m.

#### EXECUTIVE COMMUNICATIONS, ETC.

Under clause 8 of rule XII, executive communications were taken from the Speaker's table and referred as follows:

9298. A letter from the Small Business Advocacy Chair, Environmental Protection Agency, transmitting the Agency's final rule—Fenbuconazole; Extension of Tolerances for Emergency Exemptions [OPP-301021; FRL-6596-6] (RIN: 2070-AB) received July 20, 2000, pursuant to 5 U.S.C. 801(a)(1)(A); to the Committee on Agriculture.

9299. A letter from the Under Secretary, Acquisition and Technology, Department of Defense, transmitting the Department's annual report on the Defense Environmental Quality Program for Fiscal Year 1999, pursuant to 10 U.S.C. 2706(b)(1); to the Committee on Armed Services.

9300. A letter from the Principal Deputy Under Secretary, Policy, Department of Defense, transmitting the Cooperative Threat Reduction Multi-Year Program Plan Fiscal Year 2000, pursuant to Public Law 103-337, section 1314(a) (108 Stat. 2895); to the Committee on Armed Services.

9301. A letter from the Secretary of Defense, transmitting the Annual Report of the Reserve Forces Policy Board for Fiscal Year 1999, pursuant to 10 U.S.C. 113 (c) and (e); to the Committee on Armed Services.

9302. A letter from the Assistant Secretary, Health Affairs, Department of Defense,